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ABSTRACT

Data on faculty and staff at Hawaii's community colleges focuses upon full-time appointees, with additional information on part-time appointees, lecturers, and professional staff on leave. Data are summarized by the program categories of institutional support, academic support, student services, instruction (general and vocational education), and public services. The bulk of the document consists of eight tables with supplementary figures: (1) headcount by program category and status for all professional staff; (2) sex, highest degree earned, and mean age of full-time instructors by program area and college; (3) full-time instructors by sex, and average salary, salary range, tenure status, age, highest degree earned, instructional area, and college for the years 1975-1977; (4) lecturers, by sex, program, highest degree, and age; (5) total and average salary for full-time appointees, excluding instructors, by program category; (6) total and average salaries for full-time instructors, by instructional program; (7) tenure status of full-time instructors by year of expected tenure and instructional program; (8) instructors on leave, by type of leave and tenure status. The community college staff profile shows little change from last year: male, in early 40's, with a masters degree and tenure. The number of full-time instructors has increased, and the number of lecturers has decreased. (LS)

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ED148452

University of Hawaii
Office of the Chancellor for Community Colleges
Educational Services Division

CC-IRP 108
January 1978

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF COMMUNITY COLLEGES FALL 1977

Introduction

Selected data on faculty and staff are presented in this report. Information pertaining especially to salaries, tenure status, highest degrees earned, and mean age are useful for various planning purposes and for assessing recruiting and other personnel practices.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 31, 1977 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the October 31 update, except those on sabbatical leaves. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1977. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.

Highlights

I. Unduplicated Headcount, by Program Category and Full-/Part-Time Status, All Professional Staff. (Table I)

a. The headcount of professional staff decreased by 5, from 1,045 last fall to 1,040 this fall, mostly because of a decrease in the number of lecturers (from 366 to 327).

b. Further analysis shows that compared to last fall, full-time staff increased by 32 (5 percent), and part-time staff by 2 (9 percent).

c. The number of BOR staff ranges from 63 at Windward to 273 at Leeward.

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II. The characteristics of the 688 FULL-TIME PROFESSIONAL STAFF: (Table II)

a. As in previous years, almost two-thirds of the staff are males. (Campus variation: 53-68 percent males.)

b. The staffing distribution is similar to last fall with slight differences:

Instruction:	73 percent	(65 to 84 percent, by campus)
Academic Support:	8 percent	(4-15 percent, by campus)
Student Services:	11 percent	(6-16 percent, by campus)
Institutional Support:	4 percent	(2-9 percent, by campus)
Public Services:	3 percent	(0-11 percent, by campus)

c. Compared to last fall, the following are the proportionate changes in the staffing structure:

Institutional Support:	+8 percent	(24-26)
Academic Support:	+14 percent	(51-58)
Student Services:	+12 percent	(69-77)
Instruction:	+3 percent	(489-505)
Public Services:	-4 percent	(23-22)

d. Age: 41.4, slightly older than last fall 41.2 (37.8-43.7 by campus).

e. As in past years, the great bulk of the appointees have masters' degrees (61 percent). Those with doctorates number 58 (8 percent) compared to 57 (9 percent) last fall.

III. Characteristics of the 505 FULL-TIME INSTRUCTORS: (Tables III, IIIa-f)

a. Male instructors continue to comprise the majority group at every campus. (65 percent, system; 51-77 percent, by campus.)

b. General education instructors comprise 52 percent of the teaching staff this fall compared to 51 percent in Fall 1976.

c. Some noteworthy observations about instructors' average salaries this fall are: (See Appendix B for average salaries of other professional staff.)

1. The average salary this fall is $19,022, $591 (3 percent) more than the $18,431 reported last fall. Campus averages vary: $18,004 to $19,709.*

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*The average compensation for community college faculty including fringe benefits ranked at about the 90th percentile on the AAUP Rating Scale for the 1976-77 year. (The Chronicle of Higher Education, "Fact File, Average Faculty Compensation", July 11, 1977.)

2. Male instructors' salaries are 4 percent higher ($794) than those of the female instructors. (Last fall, males' salaries were 7 percent higher). The higher average salary for males probably reflects the fact that there are more male instructors particularly in the vocational programs with many years of service.

3. Vocational education instructors' salaries are higher than those in general education ($19,596 compared to $18,498). (See Appendix C.)

d. Salary ranges: Almost three-fourths of the instructors (74 percent) are placed in ranges 4 and 5: 77 percent of the males and 67 percent of the females.

e. Tenure status:

1. 64 percent are tenured, 29 percent are on tenure track and 6 percent are not eligible (35-78 percent are tenured, by campus). (See Appendix D for details.)

2. The proportion of those tenured increased slightly compared to last fall (63 percent).

f. Highest degree: The distribution in terms of highest degrees earned is: doctoral, 42, 8 percent; masters, 300, 59 percent; bachelors, 101, 20 percent; less than bachelors, 59, 12 percent. (The distribution is about the same as last fall.)

IV. Profile of the lecturers: (Table IV)

A 36 year old male with a master's degree, teaching a general education course. The profile is about the same as in previous years.

SUMMARY

The profile of the community college staff shows little change from previous years: male, in early 40's, with master's degree and tenured. Staff increases for student services and academic support are shown for many of the colleges. While the number of full-time instructors increased, the headcount of lecturers decreased.

TABLE I

UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1977

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Services
					Sub-Total	General Education	Voc-Tech	
TOTAL	1,040	26	60	81	850	470	380	23
Full-time	688	26	58	77	505	284	241	22
Part-time	25		2	3	19	16	3	-
Lecturers	327			1	326	190	136	
Hawaii CC	104	3	4	4	92	33	59	1
Full-time	70	3	3	4	59	11	48	1
Part-time	1		1					
Lecturers	33				33	22	11	
Honolulu CC	222	3	11	14	178	88	90	16
Full-time	152	3	11	14	108	54	54	16
Lecturers	70				70	34	36	
Kapiolani CC	193	4	8	11	170	76	94	
Full-time	118	4	8	10	96	41	55	
Part-time	3			1	2		2	
Lecturers	72				72	35	37	
Kauai CC	75	5	7	7	56	28	28	
Full-time	59	5	7	7	39	19	20	
Lecturers	17				17	9	8	
Leeward CC	273	5	18	26	218	158	60	6
Full-time	177	5	17	24	123	92	33	5
Part-time	5		1		3	3		1
Lecturers	91			1	90	63	27	
Maui CC	110	3	6	14	87	45	42	
Full-time	73	3	6	12	52	26	26	
Part-time	2			2				
Lecturers	35				35	19	16	
Windward CC	63	3	6	5	49	42	7	
Full-time	40	3	6	5	26	21	5	
Part-time	14				14	13	1	
Lecturers	9				9	8	1	

Source: PSIS Computer Report 2511A, October 31, 1977.

TABLE 11

SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY

FULL-TIME INSTRUCTIONAL STAFF

COMMUNITY COLLEGES

FALL 1977

Program Category	Total No.	Total %	Sex Male	Sex Female	Highest Degree Earned Doctorate	Professional	Masters	Bachelors	Less Than Bachelors	Mean Age
TOTAL (Horizontal 2)	699 (100%)	(100%)	433 (62%)	266 (37%)	58 (8%)	8 (<1%)	420 (60%)	128 (18%)	68 (10%)	41.4
Institutional Support	26	4%	22	4	5		9	11	2	39.7
Academic Support	58	8%	31	27	7		43	1	7	40.4
Student Services	77	11%	39	38	4		52	21		37.6
Instruction	505	72%	326	179	42	3	300	101	59	43.2
General Education	264	38%	160	104	36		203	25		39.9
Vocational-Tech	241	34%	166	75	6	3	97	76	59	44.7
Public Services	22	3%	14	8			17	5		39.8
HAWAII CC (Horizontal 8)	70 (100%)	(100%)	46 (66%)	24 (34%)	1 (1%)	1 (1%)	33 (47%)	16 (23%)	19 (27%)	42.1
Institutional Support	3	4%	3				1	2		45.0
Academic Support	3	4%	2	1			3			41.3
Student Services	4	6%	2	2			2	2		31.0
Instruction	59	84%	38	21	1	1	26	12	19	42.6
General Education	11	16%	5	6	1		8	2		38.8
Vocational-Tech	48	68%	33			1	18	10	19	43.5
Public Services	1	1%	1				1			
HONOLULU CC (Horizontal 9)	152 (100%)	(100%)	104 (68%)	48 (32%)	15 (10%)	1 (1%)	82 (54%)	32 (21%)	22 (15%)	42.0
Institutional Support	3	2%	2	1	1			2		33.7
Academic Support	11	7%	5	6	2		7		2	40.1
Student Services	14	9%	5	9	1		9	4		37.4
Instruction	108	71%	88	25	11	1	54	22	20	43.3
General Education	54	36%	36	18	8		43	3		38.8
Vocational-Tech	54	36%	47	7	3	1	11	19	20	47.9
Public Services	16	11%	9	7			12	4		40.9
KAPIOLANI CC (Horizontal 4)	118 (100%)	(100%)	62 (52%)	56 (48%)	5 (4%)	1 (1%)	83 (70%)	26 (22%)	3 (3%)	43.7
Institutional Support	4	3%	3	1	1		1	2		38.5
Academic Support	8	7%	5	3	1		7			41.1
Student Services	10	8%	5	5			10			39.0
Instruction	96	81%	49	47	3	1	65	24	3	44.6
General Education	41	35%	19	22	2		36	3		43.1
Vocational-Tech	55	47%	30	25	1	1	29	21	3	45.8
KAUAI CC (Horizontal 5)	58 (100%)	(100%)	37 (64%)	21 (36%)	4 (7%)		33 (57%)	13 (22%)	8 (14%)	39.5
Institutional Support	5	9%	5				2	2	1	40.2
Academic Support	7	12%	3	4			5		2	45.7
Student Services	7	12%	4	3			6	1		35.9
Instruction	39	67%	25	14	4		20	10	5	39.3
General Education	19	33%	14	5	4		13	2		38.9
Vocational-Tech	20	34%	11	9			7	8	5	40.1
LEEWARD CC (Horizontal 6)	177 (100%)	(100%)	111 (63%)	66 (37%)	22 (12%)		114 (64%)	27 (15%)	14 (8%)	40.9
Institutional Support	5	3%	4	1	2		1	1	1	40.6
Academic Support	17	10%	10	7	2		11	1	3	39.7
Student Services	25	14%	14	11	3		14	8		39.1
Instruction	125	71%	79	46	15		84	16	10	41.8
General Education	92	52%	53	39	14		67	11		40.5
Vocational-Tech	33	19%	26	7	1		17	5	10	45.7
Public Services	5	3%	4	1			4	1		34.4
MAUI CC (Horizontal 7)	78 (100%)	(100%)	49 (67%)	24 (33%)	8 (8%)		43 (59%)	22 (34%)	2 (3%)	43.1
Institutional Support	3	4%	2	1	1		1	1		36.3
Academic Support	6	8%	3	3	1		5			36.7
Student Services	12	16%	7	5			7	5		37.3
Instruction	52	71%	37	15	4		30	16	2	41.2
General Education	26	36%	20	6	4		18	4		40.1
Vocational-Tech	26	36%	17	9			12	12	2	43.5
WINDWARD CC (Horizontal 3)	40 (100%)	(100%)	23 (58%)	17 (43%)	5 (13%)		32 (80%)	3 (8%)		37.8
Institutional Support	3	8%	3				2	1		43.3
Academic Support	6	15%	3	3	1		5			41.8
Student Services	5	13%	2	3			4	1		36.4
Instruction	26	65%	15	11	4		21	1		38.5
General Education	21	53%	13	8	3		18			36.0
Vocational-Tech	5	13%	2	3	1		3	1		38.4

TABLE III
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES
FALL 1975-1977

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

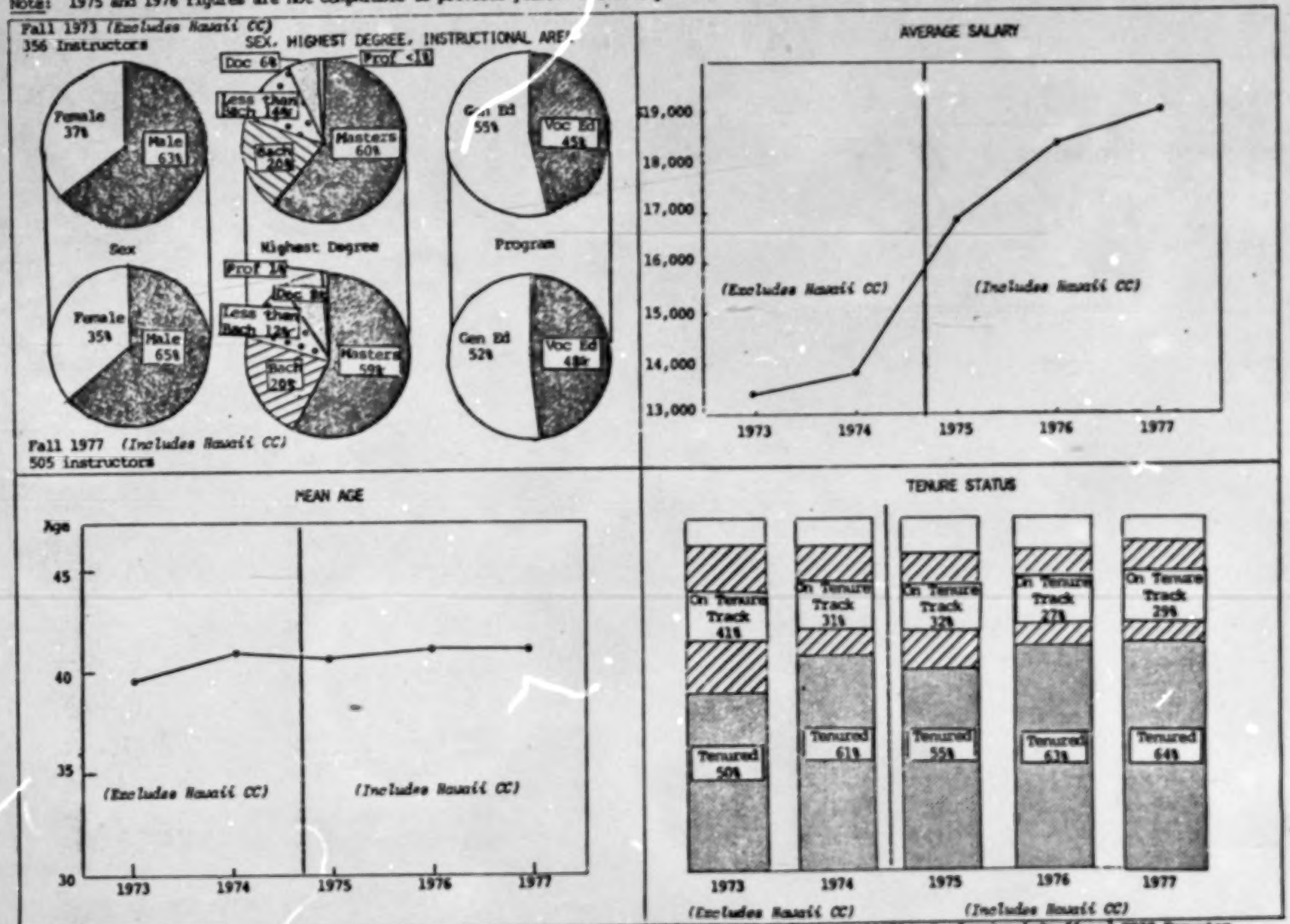
Characteristic	1975 TOTAL No.	1975 TOTAL %	1975 Male No.	1975 Male %	1975 Female No.	1975 Female %	1976 TOTAL No.	1976 TOTAL %	1976 Male No.	1976 Male %	1976 Female No.	1976 Female %	1977 TOTAL No.	1977 TOTAL %	1977 Male No.	1977 Male %	1977 Female No.	1977 Female %
TOTAL	493	100	311	100	182	100	489	100	317	100	172	100	505	100	326	100	179	100
(N%)		(100)		(63)		(37)		(100)		(65)		(35)		(100)		(65)		(35)
BY AVERAGE SALARY	16,905		17,298		16,233		18,431		18,774		17,798		19,022		19,304		18,510	
BY SALARY RANGE																		
Range 1	41	8	23	7	18	10	37	8	20	6	17	10	31	6	17	5	14	8
(N%)		(100)		(56)		(44)		(100)		(54)		(46)		(100)		(55)		(45)
Range 2	59	12	23	7	36	20	56	11	30	9	26	15	71	14	45	14	26	15
(N%)		(100)		(39)		(61)		(100)		(54)		(46)		(100)		(63)		(37)
Range 3	76	15	43	14	33	18	47	10	23	7	24	14	33	7	13	4	20	11
(N%)		(100)		(57)		(43)		(100)		(49)		(51)		(100)		(40)		(61)
Range 4	137	28	94	30	43	24	139	28	96	30	43	25	134	27	90	28	44	25
(N%)		(100)		(69)		(31)		(100)		(69)		(31)		(100)		(67)		(33)
Range 5	180	37	128	41	52	29	210	43	148	47	62	36	235	47	160	49	75	42
(N%)		(100)		(71)		(29)		(100)		(70)		(30)		(100)		(68)		(32)
Other													1	<1	1	<1		
(N%)														(100)		(100)		
BY TENURE STATUS																		
Tenured	272	55	188	61	84	46	306	63	212	67	94	55	323	64	218	67	105	59
(N%)		(100)		(69)		(31)		(100)		(69)		(31)		(100)		(67)		(33)
On Tenure Track	158	32	90	29	68	37	133	27	76	24	57	33	144	29	84	26	60	34
(N%)		(100)		(57)		(43)		(100)		(57)		(43)		(100)		(58)		(42)
Not Eligible	63	13	33	11	30	17	50	10	29	9	21	12	28	6	19	6	9	5
(N%)		(100)		(52)		(48)		(100)		(58)		(42)		(100)		(68)		(32)
Other													10	2	5	2	5	3
(N%)														(100)		(50)		(50)
BY MEAN AGE	41.2		41.9		40.1		42.0		42.6		40.9		42.2		47.4		40.9	
BY HIGHEST DEGREE																		
Doctorate	38	8	30	10	8	4	40	8	31	10	9	5	42	8	33	10	9	5
(N%)		(100)		(79)		(21)		(100)		(78)		(23)		(100)		(79)		(21)
Professional	2	<1	2	1	0		2	<1	2	1	0		3	1	3	1	0	
(N%)		(100)		(100)				(100)		(100)				(100)		(100)		
Masters	283	57	159	51	124	68	285	58	166	52	119	69	300	59	172	53	128	71
(N%)		(100)		(56)		(44)		(100)		(58)		(42)		(100)		(57)		(43)
Bachelors	96	20	55	18	41	23	94	19	56	18	38	22	101	20	62	19	39	22
(N%)		(100)		(57)		(43)		(100)		(60)		(40)		(100)		(61)		(39)
Less than Bachelors	74	15	65	21	9	5	68	14	62	20	6	4	59	12	56	17	3	2
(N%)		(100)		(88)		(12)		(100)		(91)		(9)		(100)		(95)		(5)
BY INSTRUCTIONAL AREA																		
General Education	242	49	143	46	99	54	249	51	155	49	94	55	264	52	160	49	104	58
(N%)		(100)		(59)		(41)		(100)		(62)		(38)		(100)		(61)		(39)
Vocational Education	251	51	168	54	83	46	240	49	162	51	78	45	241	48	166	51	75	42
(N%)		(100)		(67)		(33)		(100)		(68)		(33)		(100)		(69)		(31)

Sources: FSIS Reports, October 31, 1975, October 29, 1976 and October 31, 1977.

FIGURE 1

FULL-TIME INSTRUCTORS: SELECTED DATA
COMMUNITY COLLEGES
FALL 1973-1977

Note: 1975 and 1976 figures are not comparable to previous years. Previous years' data exclude Hawaii Community College. Percentages rounded.



Sources: Office of the Chancellor for Community Colleges, CC-IRP 97, Selected Characteristics of Full-Time Professional Staff and FSIS Computer Reports, October 31, 1977.

TABLE IV
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1977

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

	TOTAL No.	TOTAL %	Hawaii	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	326*	100	33	70	72	17	90*	35	9
Sex									
Male	198	61	20	49	40	10	52	23	4
Female	128*	39	13	21	32	7	38*	12	5
Program									
Instruction									
General Education	190	58	22	34	35	9	63	19	8
Vocational-Tech	136	42	11	36	37	8	27	16	1
Highest Degree									
Doctorate	15	5		5	1		7	2	
Professioanl	10	3	1		6	1		2	
Master's	175	54	16	37	40	5	51	18	8
Bachelor's	71*	22	8	9	21	7	20*	5	1
Less Than Bachelor's	55	17	8	19	4	4	12	8	
Mean Age	36.4		37.1	37.2	34.7	37.1	36.8	36.9	32.0

*Excludes 1 lecturer placed in student services.

Sources: PSIS reports, October 31, 1977.

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APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1977

I. Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance
II. Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III. Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
IV. Public Service:	Apprentice, Community Service
V. Instruction:	
A. General Education:	Division Chairmen/Coordinators
Humanities:	Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
Natural Science:	Biological Sciences, Chemistry, Mathematics, Physical Sciences
Social Science:	American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
Other:	Health, Physical Education and Recreation, Learning Skills
B. Vocational Education:	Division Chairmen/Coordinators
Business:	Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
Food Service:	Baking, Food Service

Health Service:	Dental Assistant, Dietetic Technology, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Medical Records Technician, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy
Public Services:	Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program
Technology:	Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Fashion Design, Merchandising, Graphic Art, Home Economics, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1977

Campus	TOTAL HEADCOUNT*	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	183	26	$23,186	58	$20,568	77	$18,674	22	$17,550
Hawaii CC	11	3	22,331	3	21,232	4	17,349	1	**
Honolulu CC	44	3	24,420	11	19,715	14	18,170	16	17,765
Kapiolani CC	22	4	25,568	8	22,691	10	21,956		
Kauai CC	19	5	20,792	7	20,775	7	19,656		
Leeward CC	52	5	21,972	17	19,766	25	18,673	5	14,782
Maui CC	21	3	23,855	6	18,946	12	16,019		
Windward CC	14	3	24,980	6	22,626	5	19,584		

*Most of the employees included in the categories in this table are on 11-month contracts. (The average salaries reflect the average of a long contract year.) Furthermore, the salaries of the deans of instruction and of student services are included in their respective categories, i.e., academic support and student services.

**This individual's salary is included in the calculation of the total average.

Sources: FSIS reports, October 31, 1977.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1977

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	505	$9,606,234	19,022	18,498	19,596
Hawaii CC	59	1,162,632	19,706	19,007	19,866
Honolulu CC	108	1,997,934	18,499	17,331	19,668
Kapiolani CC	96	1,892,016	19,709	19,303	20,011
Kauai CC	39	713,700	18,300	18,173	18,421
Leeward CC	125	2,356,404	18,851	18,672	19,352
Maui CC	52	1,015,440	19,528	19,439	19,617
Windward CC	26	468,108	18,004	18,031	17,890

Source: FSIS Computer Report 2532, October 31, 1977.

APPENDIX D

TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY INSTRUCTIONAL AREAS
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1977

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible	Other*
			Sub-total	1978	1979	1980	After 1980		
TOTAL	505	323	144	27	13	44	60	28	10
(Horizontal %)	(100%)	(64%)	(29%)	(5%)	(3%)	(9%)	(12%)	(6%)	(2%)
General Education	264	179	77	16	6	26	29	3	5
Vocational-Tech	241	144	67	11	7	18	31	25	5
HAWAII CC	59	32	19	2	4	6	7	4	4
(Horizontal %)	(100%)	(54%)	(32%)	(3%)	(7%)	(10%)	(12%)	(7%)	(7%)
General Education	11	4	5	1	1	3	0	0	2
Vocational-Tech	48	28	14	1	3	3	7	4	2
HONOLULU CC	108	66	33	3	3	12	15	6	3
(Horizontal %)	(100%)	(61%)	(31%)	(3%)	(3%)	(11%)	(14%)	(6%)	(3%)
General Education	54	30	20	1	3	9	7	2	2
Vocational-Tech	54	36	13	2	0	3	8	4	1
KAPIOLANI CC	96	61	24	3	1	9	11	9	2
(Horizontal %)	(100%)	(64%)	(25%)	(3%)	(1%)	(9%)	(11%)	(9%)	(2%)
General Education	41	27	13	2	0	5	6	0	1
Vocational-Tech	55	34	11	1	1	4	5	9	1
KAUAI CC	39	23	14	2	2	4	6	1	1
(Horizontal %)	(100%)	(59%)	(36%)	(5%)	(5%)	(10%)	(15%)	(3%)	(3%)
General Education	19	13	6	1	0	3	2	0	0
Vocational-Tech	20	10	8	1	2	1	4	1	1
LEEWARD CC	125	99	23	6	2	6	9	4	0
(Horizontal %)	(100%)	(79%)	(18%)	(5%)	(2%)	(5%)	(7%)	(3%)	
General Education	92	79	12	3	1	2	6	1	0
Vocational-Tech	33	19	11	3	1	4	3	3	0
MAUI CC	52	34	15	4	0	4	7	3	0
(Horizontal %)	(100%)	(65%)	(29%)	(8%)		(8%)	(14%)	(6%)	
General Education	26	18	8	2	0	1	5	0	0
Vocational-Tech	26	16	7	2	0	3	2	3	0
WINDWARD CC	26	9	16	7	1	3	5	1	0
(Horizontal %)	(100%)	(35%)	(62%)	(27%)	(4%)	(12%)	(19%)	(4%)	
General Education	21	8	13	6	1	3	3	0	0
Vocational-Tech	5	1	3	1	0	0	2	- 1	0

*Includes visiting faculty, faculty denied tenure and faculty whose probationary period is interrupted.

Source: PSIS Computer Report 2533B, October 31, 1977.

APPENDIX E
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE AND TENURE STATUS
COMMUNITY COLLEGES
FALL 1977

	TOTAL		TYPE OF LEAVE			
			Sabbatical		Leave without Pay	
	No.	No. Tenured	No.	No. Tenured	No.	No. Tenured
TOTAL	24	24	18	18	6	6
Hawaii CC	4	4	4	4		
Honolulu CC	3	3	2	2	1	1
Kapiolani CC	3	3	2	2	1	1
Kauai CC	0					
Leeward CC	9	9	7	7	2	2
Maui CC	4	4	3	3	1	1
Windward CC	1	1			1	1

Sources: PSIS reports, October 31, 1977.